

What is Sexual Harassment?

Sexual harassment is a form of sex discrimination that violates the Federal Law of Title VII of the Civil Rights Act of 1964. Sexual harassment is unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature that explicitly or implicitly affects an individual's employment, unreasonably interferes with an individual's work performance, or creates an intimidating, hostile, or offensive work environment.

Sexual harassment can occur in a variety of circumstances, including but not limited to the following:

- The victim as well as the harasser may be a woman or a man. The victim does not have to be of the opposite sex.
- The harasser can be the victim's supervisor, an agent of the employer, a supervisor in another area, a co-worker, or a non-employee (e.g. vendors, guests, contractors, etc.).
- The victim does not have to be the person harassed but could be anyone affected by the offensive conduct.
- Sexual harassment may occur without economic injury to the victim.
- The harasser's conduct must be unwelcome.

To the extent possible the victim has the right to inform the harasser directly that the conduct is unwelcome and must stop. The victim should immediately contact the Laboratory's Sexual Harassment Compliance Officer at 510-486-4735 or Kgreen@lbl.gov.

The Sexual Harassment Compliance Officer will work closely with the complainant to resolve the issue in a timely manner.

Getting the Issue Resolved

Professional staff are available to provide information and resources in a confidential setting for those who may have experienced or witnessed sexual harassment.

The Laboratory has instituted a special complaint resolution procedure for staff to facilitate prompt and equitable resolution of sexual harassment complaints.

If you are concerned about an incident of sexual harassment, you may:

- Consult your Sexual Harassment Compliance Officer, who is committed to working toward an early resolution of the issues.
- File a written or verbal complaint with the Sexual Harassment Compliance Officer, who determines the most appropriate response. That response may be an investigation with factual findings, and when appropriate, recommendations for further actions.

Consultation with the Sexual Harassment Compliance Officer can assist you in deciding what option is most appropriate for you.

Note: Please see the reverse side of this brochure for contact information and additional resources!

Sexual Harassment

Contact Information

Sexual Harassment
Compliance Officer 510-486-7635

Employee Relations Dept. 510-486-6749

Laboratory Ombudsman 510-486-4130

CARE Services 510-643-7754

Laboratory Health Services 510-486-6266

Laboratory Security 510-486-5472

Emergency Dial 7-911 or 9-911

For Sexual Harassment
Complaint Policy and Procedures:
[http://www.lbl.gov/Workplace/Human
Resources/hr_ler/sh_splash.html](http://www.lbl.gov/Workplace/HumanResources/hr_ler/sh_splash.html)



SEXUAL HARASSMENT PREVENTION

Lawrence Berkeley National Laboratory



Equal Employment Opportunity (EEO) Office

Lawrence Berkeley National Laboratory
1 Cyclotron Road, MS 90K-0114
510-486-7635
510-486-4445 (Fax)